DISABILITY AND NON-DISABILITY IN THE LABOUR MARKET (THE CASE OF CENTRAL SULAWESI), INDONESIA

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ABSTRACT

Objectives: This study investigates the participation of people with disabilities in the labor market in Central Sulawesi, Indonesia, a region where adults with disabilities comprise 40.6% of the population, significantly higher than the national average. Despite constitutional guarantees against discrimination and the right to employment, people with disabilities face substantial barriers in accessing the labor market. The study aims to examine the labor market participation rate of individuals with disabilities compared to their non-disabled counterparts, highlighting socio-demographic factors that influence employment opportunities.

Methods: Utilizing data from the August 2021 SAKERNAS survey, this quantitative research analyzes labor market indicators for 16,985 individuals of working age (15 years or older) across 6,200 sample households in Central Sulawesi Province. The study employs the definitions and concepts of employment from the International Conference of Labor Statisticians (ICLS) to ensure consistency and accuracy in data interpretation.

Results: Findings reveal that only 10.62% of the working-age population in Central Sulawesi have disabilities. However, this group encounters lower labor participation and higher rates of exclusion from economic activities compared to their non-disabled counterparts. Educational attainment, type, and severity of disability significantly affect employment prospects. Notably, individuals with visual impairments have slightly better employment opportunities than those with other disabilities, which aligns with international findings.

Conclusion: The study underscores the necessity for targeted government interventions to improve healthcare, provide assistive devices, enhance educational opportunities, and create accessible public facilities. Recommendations include legal protections against discrimination, social empowerment programs, and active roles for social workers in rehabilitation and empowerment efforts. The research advocates for inclusive policies and practices to bridge the employment gap and promote equitable participation in the labor market, in line with the Sustainable Development Goals.

Keywords: Disability Employment, Labor Market Participation, Socio-Demographic Factors.

DEFICIÊNCIA E NÃO DEFICIÊNCIA NO MERCADO DE TRABALHO (O CASO DA CENTRAL DE SULAWESI), INDONÉSIA

RESUMO

Objetivos: Este estudo investiga a participação de pessoas com deficiência no mercado de trabalho em Celebes Central, na Indonésia, uma região onde os adultos com deficiência representam 40,6% da população, significativamente acima da média nacional. Apesar das garantias constitucionais contra a discriminação e o direito ao emprego, as pessoas com deficiência enfrentam barreiras substanciais no acesso ao mercado de trabalho. O estudo visa examinar a taxa de participação no mercado de trabalho de indivíduos com deficiência em comparação com seus homólogos sem deficiência, destacando fatores sociodemográficos que influenciam as oportunidades de emprego.


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de amostra na província de Sulawesi Central. O estudo emprega as definições e conceitos de emprego da Conferência Internacional de Estatística do Trabalho (ICLS) para garantir consistência e precisão na interpretação dos dados.

**Resultados:** Os resultados revelam que apenas 10,62% da população em idade ativa na região central de Celebes tem deficiência. No entanto, este grupo encontra uma menor participação no mercado de trabalho e taxas de exclusão das atividades econômicas mais elevadas em comparação com as suas homólogas sem deficiência. O nível de instrução, o tipo e a gravidade da deficiência afetam significativamente as perspectivas de emprego. Notavelmente, indivíduos com deficiência visual têm oportunidades de emprego ligeiramente melhores do que aqueles com outras deficiências, o que se alinha com as descobertas internacionais.

**Conclusão:** O estudo ressalta a necessidade de intervenções governamentais direcionadas para melhorar a saúde, fornecer dispositivos de assistência, aprimorar oportunidades educacionais e criar instalações públicas acessíveis. As recomendações incluem proteções legais contra a discriminação, programas de empoderamento social e papéis ativos para os assistentes sociais nos esforços de reabilitação e empoderamento. A investigação defende políticas e práticas inclusivas para colmatar as disparidades de emprego e promover a participação equitativa no mercado de trabalho, em consonância com os Objetivos de Desenvolvimento Sustentável.

**Palavras-chave:** Emprego por Deficiência, Participação no Mercado de Trabalho, Fatores Sociodemográficos.

**DISCAPACIDAD Y NO DISCAPACIDAD EN EL MERCADO LABORAL (EL CASO DE CENTRAL SULAWESI), INDONESIA**

**RESUMEN**

**Objetivos:** Este estudio investiga la participación de las personas con discapacidad en el mercado laboral en Célebes Central, Indonesia, una región donde los adultos con discapacidad representan el 40,6% de la población, significativamente más alto que el promedio nacional. A pesar de las garantías constitucionales contra la discriminación y el derecho al empleo, las personas con discapacidad se enfrentan a importantes obstáculos para acceder al mercado laboral. El estudio tiene como objetivo examinar la tasa de participación en el mercado laboral de las personas con discapacidad en comparación con sus homólogos no discapacitados, destacando los factores sociodemográficos que influyen en las oportunidades de empleo.

**Métodos:** Utilizando datos de la encuesta SAKERNAS de agosto de 2021, esta investigación cuantitativa analiza los indicadores del mercado laboral para 16.985 personas en edad de trabajar (15 años o más) en 6.200 hogares de muestra en la provincia central de Célebes. El estudio emplea las definiciones y conceptos de empleo de la Conferencia Internacional de Estadísticos del Trabajo (CIET) para garantizar la coherencia y exactitud en la interpretación de los datos.

**Resultados:** Los resultados revelan que solo el 10,62% de la población en edad de trabajar en Célebes Central tiene discapacidades. Sin embargo, este grupo se encuentra con una menor participación laboral y mayores tasas de exclusión de las actividades económicas en comparación con sus contrapartes no discapacitadas. El nivel educativo, el tipo y la gravedad de la discapacidad afectan significativamente las perspectivas de empleo. En particular, las personas con discapacidad visual tienen oportunidades de empleo ligeramente mejores que las personas con otras discapacidades, lo que coincide con los hallazgos internacionales.

**Conclusión:** El estudio subraya la necesidad de intervenciones gubernamentales específicas para mejorar la atención médica, proporcionar dispositivos de asistencia, mejorar las oportunidades educativas y crear instalaciones públicas accesibles. Las recomendaciones incluyen protecciones legales contra la discriminación, programas de empoderamiento social y roles activos para los trabajadores sociales en los esfuerzos de rehabilitación y empoderamiento. La investigación aboga por políticas y prácticas inclusivas para cerrar la brecha de empleo y promover la participación equitativa en el mercado laboral, en línea con los Objetivos de Desarrollo Sostenible.

**Palabras clave:** Empleo por Discapacidad, Participación En El Mercado Laboral, Factores Sociodemográficos.
1 INTRODUCTION

Disability today is not only a human rights issue, but also a social development issue. In everyday life, we often encounter discriminatory treatment against people with disabilities. (Aji & Haryani, 2017). Whereas the Constitution of the Republic of Indonesia Article 28I Paragraph 2 states that "everyone is free from discriminatory treatment on any basis and entitled to protection against discriminatory treatment" (Republik Indonesia, 1945). They experience inequalities in accessing things such as health, employment opportunities, education, political participation, and are ostracized in society (Charlton, 2000; Simarmata et al., 2021; WHO & World Bank, 2011). Their opinions are also often not taken into account and even affect their wellbeing (Islam, 2015).

Article 27 Paragraph 2 of the Constitution of the Republic of Indonesia also states that "every citizen shall have the right to an occupation and a livelihood worthy of humanity" (Republik Indonesia, 1945). But in fact, the International Labor Organization (ILO) in its publication reports that people with disabilities experience difficulties in entering the labor market (ILO, 2002). Their labor participation tends to be lower than that of people without disabilities (Heymann et al., 2014; Krisi et al., 2021; Wehman et al., 2018). The Central Bureau of Statistics (BPS) stated that during the 2016-2019 period, only 4 to 5 out of 10 people with disabilities were able to enter the Indonesian labor market. (BPS, 2020a).

In addition to economic reasons, work participation for people with disabilities also shows that they can be sovereign human beings (BPS, 2020a). In addition, the gaps in the labor market they face also affect their social inclusion (Ameri et al., 2018). This is enshrined in the Sustainable Development Goals (SDGs), which seek to achieve permanent, productive, and decent work for all by 2030. In addition, working is also one way to reduce poverty (Schur, 2002). Research shows that there is a two-way relationship between disability and poverty (Sen, 2009; WHO & World Bank, 2011). The presence of disability can increase the risk of poverty, and vice versa.

The 2018 Basic Health Research conducted by the Ministry of Health of the Republic of Indonesia ranked Central Sulawesi Province as having the highest proportion of adults with disabilities (18-59 years old) at the national level, at 40.6 per cent (Badan Penelitian dan Pengembangan Kesehatan, 2019). This figure far exceeds the proportion of adults with disabilities in Indonesia, which only reaches 22.0 per cent. This poses a challenge for the Central Sulawesi local government to pay attention to their welfare, including their participation in the labor market.
The issue of participation of people with disabilities in the labour market is a strategic issue in the planning and development process of a region. Although many similar studies have been conducted, until now there has never been a study that discusses the gap in labour participation between disability and non-disability based on socio-demographic factors, especially in Central Sulawesi. This study will present a comparison of estimates of several labor indicators between disabled and non-disabled groups, calculate the magnitude of the relationship between socio-demographic characteristics and work participation and calculate the magnitude of a person's opportunity to enter the Central Sulawesi labour market.

2 METHOD

This quantitative research uses the August 2021 SAKERNAS data organized by BPS. SAKERNAS is a household survey aimed specifically at collecting labor data with estimates at the national, provincial and district/city levels (BPS, 2021). The concept of employment used in the August 2021 SAKERNAS adopted the concept from the International Conference of Labor Statisticians (ICLS) (ILO, 1982). This study covers 6,200 sample households spread across 13 districts/cities in Central Sulawesi Province. The unit of analysis in this study was the working-age population (15 years or older) of 16,985 individuals. The concepts and definitions used in this study are described as follows.

Table 1

Concepts and Definitions Used in Research

<table>
<thead>
<tr>
<th>Variable</th>
<th>Concepts and Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability</td>
<td>Impairment/limitation of function caused by disability or loss or abnormality, whether psychological, physiological, or anatomical structure or function experienced in vision, hearing, walking/climbing stairs (mobility), using/moving fingers/hands, speaking and/or understanding/communicating with others, remembering/concentrating, self-care and behavioral/emotional disorders.</td>
</tr>
<tr>
<td>Labor force</td>
<td>The working-age population (15 years and over) who are employed or have a job but are temporarily unemployed and underemployed.</td>
</tr>
<tr>
<td>Not labor force</td>
<td>Working-age population (15 years and over) who are still in school, taking care of the household or carrying out other activities other than personal activities.</td>
</tr>
<tr>
<td>Work</td>
<td>Economic activity carried out by a person with the intention of earning or helping to earn income or profit, at least 1 hour (uninterrupted) in the past week, including unpaid workers who assist in a business / economic activity.</td>
</tr>
<tr>
<td>Open unemployment</td>
<td>People who are not working but are looking for a job, or preparing for a business, or feel unemployed (hopeless), or have been accepted for a job but have not yet started working.</td>
</tr>
<tr>
<td>Age</td>
<td>Age of respondent on last birthday</td>
</tr>
<tr>
<td>Gender</td>
<td>Categorized into male and female</td>
</tr>
<tr>
<td>Marital status</td>
<td>Married is the status of those who are bound in marriage, either living together or separately. This variable is categorized into ever married (including married, divorced, and widowed) and unmarried.</td>
</tr>
</tbody>
</table>
Position in the household | Categorized into Head of Household (KRT) and non-head of household. The head of the household is one of the household members responsible for the daily needs of the household or the person who is the elder/assumed/designated as the head of the household.

Education | The highest level of education ever completed by the respondent. This variable was categorized into high (including Diploma I/II/III/IV and S1/S2/S3) and low (including no school, elementary school/equivalent, junior high school/equivalent and senior high school/equivalent).

Area of residence | Shows information on the classification of respondents’ place of residence and is categorized into urban and rural

Severity | The severity of the respondent because of the impairment/limitation of function in performing normal daily activities categorized into moderate (if experiencing any or all the difficulties/moderate impairment) and severe (if experiencing any or all the difficulties/severe impairment).

Type of difficulty | Categorized into single (if experiencing only 1 type of difficulty/disorder) and multiple (if experiencing more than 1 type of difficulty/disorder)

Source: Prepared by Authors (2024)

The data processing stage in this study begins with data preprocessing, which includes checking and imputing missing values, categorizing variables, and creating new derived variables. In the next stage, the researcher presents the estimation of several labour indicators by disability status. Indicators that describe the accessibility of the population in the labour market can be seen from the Labour Force Participation Rate (TPAK) and the Open Unemployment Rate (TPT) (BPS, 2020a). The TPAK is the percentage of the labour force to the working-age population. Meanwhile, the TPT is formulated as the percentage of the number of unemployed people to the total labour force. In addition, the ILO also recommends another indicator that provides information on the ability of an economy to create jobs, namely the Employment-to-Population Ratio (EPR) (ILO, 2022a). The EPR is defined as the percentage of the working population to the working-age population. These three indicators are also used by countries around the world in measuring employment.

Next, we used contingency tables to provide a basic picture of the labour participation of Central Sulawesi residents based on socio-demographic characteristics. This contingency table can also see whether there is a gap in work participation between disabled and non-disabled people. We then tested the relationship between work participation and socio-demographic characteristics using Cramér's coefficient (Cramér's V). Cramér's coefficient analysis is a measure of the degree of association or correlation coefficient between two groups or variables that can be used when the data is nominal or categorical (Conover, 1999; Cramér, 1946). Cramér's coefficient is close to 1 if the contingency table shows strong row-column dependence and the numbers in each row have the same proportion to each other as the column total (Conover, 1999). The formula used is as follows.
Cramér’s $V = \sqrt{\frac{X^2}{N(q-1)}} \quad (1)$

$X^2 = \sum_{i=1}^{r} \sum_{j=1}^{c} \frac{(O_{ij} - E_{ij})^2}{E_{ij}} \quad (2)$

Where:

- $O_{ij}$: categorised observation value in i-th row, j-th column
- $E_{ij}$: categorised expected value at i-th row, j-th column
- $r$: number of rows
- $c$: number of columns
- $N$: number of observations
- $q$: the minimum value of either $r$ or $c$

The interpretation of the magnitude of the Cramér coefficient, one of which was proposed by Akoglu (2018) with the following conditions:

a) 0,00 – 0,05: no or very weak association  
b) > 0,05 – 0,10 : weak  
c) > 0,10 – 0,15: Medium  
d) > 0,15 – 0,25 : powerful  
e) > 0,25 : very strong

In the final stage, we calculated the probability or propensity of a person to be accepted in the labour market based on socio-demographic characteristics, both in the disability and non-disability groups using the odds ratio. The odds ratio (OR) shows the likelihood of an observation with a certain characteristic (e.g. $x=1$) compared to an observation with a comparison (reference) characteristic (e.g. $x=2$). The odds ratio value is formulated as follows:

$$OR = \frac{\pi(x_1)/1-\pi(x_1)}{\pi(x_2)/1-\pi(x_2)}$$  

(3)

In categorical variables, a positive odds ratio value means that the tendency of variable $x$ with category 1 to have a success event ($\pi$) compared to a failure event ($1-\pi$) is higher than the odds ratio of variable $x$ with the reference category. In this study, a successful event is considered as working, and conversely, a failed event is not working. All stages of data
processing used IBM SPSS Statistics 25 software.

3 RESULT AND DISCUSSION

3.1 STATE OF THE WORKING AGE POPULATION IN CENTRAL SULAWESI

Based on the results of SAKERNAS data processing in August 2021, it is known that the estimated number of working-age population in Central Sulawesi is 2,304,910 people, of which 68.73 per cent are the workforce and the remaining 31.27 per cent are not the workforce. This high working-age population is a demographic bonus experienced by Indonesia, and Central Sulawesi with a population growth rate of 1.62 per cent between 2020-2021 (BPS Central Sulawesi Province, 2022). This can be an advantage if they can be utilised optimally but can be a burden on the country if their labour is not wasted.

When viewed based on disability status, the percentage of the working-age population with disabilities in Central Sulawesi reached 10.62 per cent in 2021. Although this figure is relatively small, the government still needs to pay attention to their welfare in accordance with one of the SDGs principles, namely "no one left behind". Sustainable development must be based on justice and equity, even in the labour market (BPS, 2020a). Law No. 8/2016 on Persons with Disabilities Article 2 also states that the implementation and fulfilment of the rights of persons with disabilities are based on non-discrimination, equal opportunity, and equality (Republik Indonesia, 2016).

Table 2
Estimated Number of People Aged 15 Years and Over by Type of Activity During the Past Week and Disability Status in Central Sulawesi, 2021

<table>
<thead>
<tr>
<th>Main Activities</th>
<th>Disability Status</th>
<th>Non-disabled</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
</tr>
<tr>
<td>Labour Force</td>
<td>129.830</td>
<td>1,454.271</td>
<td>1,584.101</td>
</tr>
<tr>
<td>Work</td>
<td>127.432</td>
<td>1,397.298</td>
<td>1,524.730</td>
</tr>
<tr>
<td>Open unemployment</td>
<td>2.398</td>
<td>56.973</td>
<td>59.371</td>
</tr>
<tr>
<td>Not Labour Force</td>
<td>114.870</td>
<td>605.939</td>
<td>720.809</td>
</tr>
<tr>
<td>School</td>
<td>1.560</td>
<td>146.595</td>
<td>148.155</td>
</tr>
<tr>
<td>Taking care of the household</td>
<td>63.553</td>
<td>396.878</td>
<td>460.431</td>
</tr>
<tr>
<td>More</td>
<td>49.757</td>
<td>62.466</td>
<td>112.223</td>
</tr>
<tr>
<td><strong>Total Working Age Population</strong></td>
<td><strong>244.700</strong></td>
<td><strong>2,060.210</strong></td>
<td><strong>2,304.910</strong></td>
</tr>
</tbody>
</table>

Source: Prepared by Authors (2024)
Table 2 shows that the difference between the labour force and the non-labour force in the disability group is smaller than in the non-disability group. People with disabilities who are classified as not in the labour force are more likely to take care of the household. However, other research suggests that people with disabilities are not given opportunities in family decision-making (Banks et al., 2020) and are excluded from everyday life (Charlton, 2000). Another interesting fact is that the number of people with disabilities who are currently attending school is very low when compared to non-disabled people, with a percentage ratio of 0.64 per cent and 7.12 per cent respectively. In fact, another study found that the school completion rate of people with disabilities in Australia was lower than those without difficulties (Athanasou et al., 2019). In fact, the main obstacle for people with disabilities to get a job is their low level of education (Halimatussadiah et al., 2015).

In entering the labour market, people with disabilities experience different barriers according to the type of disability they experience (Boman et al., 2015; Clausen et al., 2004). The results showed that most people with disabilities in Central Sulawesi experienced one type of difficulty/disability, namely 56.08 per cent. The difficulties/disorders they experienced were mostly found in terms of vision, at 38.15 per cent. When examined further, those with visual impairments had more employment opportunities than those with other types of impairments. This finding differs from previous research in Sweden, which showed that people with hearing impairments were more likely to find employment than other types (Boman et al., 2015). However, one-third of all people with disabilities with visual impairment had difficulty entering the labour market, with a percentage of 10.90 per cent. This is in line with previous research in Greece which found that visual impairment affects employers' intention to hire someone (Papakonstantinou & Papadopoulos, 2020).

3.2 ESTIMATION OF LABOUR INDICATORS BY DISABILITY STATUS

Central Sulawesi's TPAK in 2021 stood at 68.73 per cent. A high TPAK indicates a higher supply of labour available to produce goods and services. When viewed by disability status, the TPAK of people with disabilities (53.06 per cent) is far below the TPAK of non-disabled people (70.59 per cent). This means that only about 53 out of 100 people with disabilities of working age are ready to enter the labour market. This is in line with other studies that state that their participation rate in the labour market is much lower than non-disabled people (Athanasou et al., 2019; Heymann et al., 2014; Krivi et al., 2021; Wehman et al., 2018).
and they often do not even look for work (Organisation for Economic Co-operation and Development, 2010).

Another fact shows that the disability headcount (1.85 per cent) was lower than the non-disability headcount (3.92 per cent) in 2021. This figure means that there are only 1 to 2 people out of 100 people with disabilities whose labour is not utilised. This finding is in contrast to previous research which states that the unemployment rate of people with disabilities is higher than that of non-disabled people (Organisation for Economic Co-operation and Development, 2010), even estimated to be twice as high (Athanasou et al., 2019; Macias et al., 2001). This is possible due to the relatively small number of people in Central Sulawesi with disabilities compared to non-disabled people.

The unemployment rate reflects the inability to create jobs for people who want to work (ILO, 2022b). Previous research shows that people with disabilities are more at risk of becoming unemployed and underemployed (Sheppard-Jones & Lasley-Bibbs, 2021). When examined further, the unemployment rate of people with disabilities is higher in rural areas. However, recent research in Iran shows that unemployed people in rural areas have a greater chance of getting out of unemployment (Jahadi & Elmi, 2022). Job opportunities in rural areas are very wide for people who wish to become entrepreneurs, such as processing natural resources in agriculture, plantations, animal husbandry and so on.

In contrast to persons with disabilities, unemployment in the non-disabled group is found more in urban areas, at 6 per cent. This is because urban areas are narrow areas with high population density, so there is a large supply of labour (Susanto, 2021). Competition among residents to enter the labour market is higher in urban areas. In addition, job vacancies are limited and some jobs in the formal sector require certain skills. Some of these things force job seekers to become unemployed (Susanto, 2021).

High unemployment in urban areas is also caused by rural-to-urban migration (Mehmood et al., 2021). The 2015 Inter-Census Population Survey (SUPAS) showed that almost half (45.70 per cent) of the population of Palu City, as the capital of Central Sulawesi Province, were migrants (BPS, 2015). These migrants come from districts in Central Sulawesi as well as from outside the province. Some of the reasons why they migrate are to join family (41.60 per cent), to work (17.99 per cent), to look for work (12.47 per cent), to study (22.26 per cent) and others (5.68 per cent) (BPS, 2015). Based on data from the 2019 National Socio-Economic Survey (SUSENAS), the risen migrant population in Central Sulawesi is more likely to be male, of working age (15-49 years) and have a high school education (BPS, 2020b). This
shows that urban areas attract rural residents to migrate, thus increasing the number of working-age residents who will compete in the labour market.

The results also show that the EPR of people with disabilities (52.08 per cent) is below that of non-disabled people (67.82 per cent). This finding indicates that almost half of people with disabilities are not directly involved in the labour market or in other words, it is difficult to enter the Central Sulawesi labour market. They are more likely to be unemployed by not trying to find a job and or not preparing a business activity. They mostly do other activities, such as taking care of the household, school, and other activities that are not related to economic activities.

Table 3
Estimation of Labour Indicators by Disability Status and District/City in Central Sulawesi, 2021

<table>
<thead>
<tr>
<th>District/City</th>
<th>Disability</th>
<th>Non-disabled</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TPAK (1)</td>
<td>TPT (2)</td>
<td>EPR (3)</td>
</tr>
<tr>
<td>Banggai Kepulauan</td>
<td>50.27</td>
<td>49.82</td>
<td>75.74</td>
</tr>
<tr>
<td>Banggai</td>
<td>47.94</td>
<td>46.72</td>
<td>74.25</td>
</tr>
<tr>
<td>Morowali</td>
<td>45.46</td>
<td>42.63</td>
<td>65.70</td>
</tr>
<tr>
<td>Poso</td>
<td>61.63</td>
<td>59.47</td>
<td>75.69</td>
</tr>
<tr>
<td>Donggala</td>
<td>59.19</td>
<td>57.55</td>
<td>68.18</td>
</tr>
<tr>
<td>Tolitoli</td>
<td>43.75</td>
<td>42.79</td>
<td>67.08</td>
</tr>
<tr>
<td>Buol</td>
<td>54.37</td>
<td>53.34</td>
<td>69.45</td>
</tr>
<tr>
<td>Parigi Moutong</td>
<td>58.77</td>
<td>58.43</td>
<td>70.37</td>
</tr>
<tr>
<td>Tojo Una-una</td>
<td>56.41</td>
<td>55.77</td>
<td>77.11</td>
</tr>
<tr>
<td>Sigi</td>
<td>53.87</td>
<td>53.87</td>
<td>72.10</td>
</tr>
<tr>
<td>Banggai Laut</td>
<td>57.81</td>
<td>55.41</td>
<td>62.02</td>
</tr>
<tr>
<td>Morowali Utara</td>
<td>38.44</td>
<td>38.44</td>
<td>71.00</td>
</tr>
<tr>
<td>Palu</td>
<td>43.49</td>
<td>43.49</td>
<td>66.58</td>
</tr>
</tbody>
</table>

Source: SAKERNAS data processing results August 2021

Table 3 shows that employment opportunities for people with and without disabilities vary by district/city. The TPAK and EPR of persons with disabilities in North Morowali and Morowali districts are low at the provincial level. In fact, many companies engaged in industry and mining have been established in this region. However, this has no effect on the work participation of persons with disabilities, even the percentage of unemployment with disabilities in Morowali Regency is in the highest position compared to other regions. Companies mostly recruit workers from outside the region and abroad. This indicates a mismatch between the quality of workers and the complexity of the work, so that people with disabilities are forced to
be unemployed or even prefer to take care of the household or do other activities. From this phenomenon, it can be concluded that the availability of large employment opportunities will not always eliminate unemployment. This is where the role of the government as a regulator is needed to balance employment opportunities between natives and migrants.

An interesting fact is shown in disability unemployment in Sigi, North Morowali and Palu City, which is zero, meaning that all persons with disabilities can be absorbed in the labour market. However, only 3 to 5 people out of 10 people with disabilities contribute to economic activities, while the rest are not in the labour force. In contrast, non-disability unemployment in Palu City is the highest among other regions. The high population growth rate of Palu City and the large number of migrants from outside the region have influenced the high unemployment in urban areas.

3.3 EMPLOYMENT OPPORTUNITY GAP BETWEEN DISABILITY AND NON-DISABILITY

In this section, we will present the gap in work participation between disabled and non-disabled people analysed using a series of statistical procedures. The results of the study show that people with disabilities only have half the chance of being able to work, 0.548 times lower to be exact, than people without disabilities in Central Sulawesi. In other words, people without disabilities have almost twice the chance of getting a job opportunity compared to people with disabilities. This is consistent with previous research which states that disability status reduces a person's chances of entering the Indonesian labour market by 20.1 per cent (ILO, 2017). Companies tend to reject applications from people with disabilities because of their disability status (Andayani, 2020; Burke et al., 2013). In fact, research in the Maldives found that people with disabilities are at twice the risk of not working compared to non-disabled people (Banks et al., 2020).
Table 4

Percentage, Cramer’s V and Odds Ratio of Labour Participation of Population aged 15 Years and Over by Disability Status in Central Sulawesi, 2021

<table>
<thead>
<tr>
<th>Disability Status</th>
<th>Work (%) (1)</th>
<th>Not Working (%) (2)</th>
<th>Cramér’s V (3)</th>
<th>Odds Ratio (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability</td>
<td>5.69</td>
<td>5.12</td>
<td>0.094*</td>
<td>0.548*</td>
</tr>
<tr>
<td>Non-disabled (ref)</td>
<td>59.75</td>
<td>29.45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>65.43</td>
<td>34.57</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*) significant at α = 0.05
Source: SAKERNAS data processing results August 2021

Findings around the world also show that people with disabilities have difficulties in entering the labour market (ILO, 2002; Jarhag et al., 2009). People with disabilities are often considered unproductive and unable to carry out their duties and responsibilities (Irwanto et al., 2010). They experience discriminatory treatment that can occur before they enter the labour market as well as once they are in it (Santoso, 2012). Even when employed, many become underemployed, work part-time, or are underpaid (Baldridge et al., 2016; Krisi et al., 2021). Studies in the United States show that their average wages are also lower than those of workers without disabilities (Kruse et al., 2018).

Based on socio-demographic characteristics, workers with disabilities in Central Sulawesi are more likely to be found in the population aged 15-59 years, be male, have ever been married, have low education, live in rural areas, have moderate severity, and have a single type of difficulty/disability. The same study also found that the prevalence of workers with disabilities was higher in men, had ever been married, had relatively low education, lived in rural areas and worked in the agricultural sector (Berlinski et al., 2021; Halimatussadiah et al., 2017; Mavromaras et al., 2007).

Table 5

Percentage, Cramer’s V and Odds Ratio of Labour Participation of Population Aged 15 Years and Over by Disability Status and Socio-demographic Characteristics in Central Sulawesi, 2021

<table>
<thead>
<tr>
<th>Socio-demographic Characteristics</th>
<th>Disability</th>
<th>Non-disabled</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Work (%)</td>
<td>Not Working</td>
</tr>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-59 years</td>
<td>35.20</td>
<td>16.84</td>
</tr>
<tr>
<td>≥ 60 years(ref)</td>
<td>17.44</td>
<td>30.52</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>31.01</td>
<td>16.24</td>
</tr>
</tbody>
</table>
Overall, Table 7 shows that the characteristics of the non-disabled population who are able to enter the Central Sulawesi labour market are similar to those of people with disabilities. When analysed further, the values shown in the Cramér's coefficient (Cramér's V) indicate that the variables of age, severity and type of difficulty/disorder have a very strong relationship (>0.25) with the work participation of people with disabilities. This finding is in line with previous research which shows that type of impairment, severity as well as socio-demographic, psychological and psychosocial factors are predictors that affect the chances of people with disabilities entering the labour market (Boman et al., 2015; BPS, 2020a; Crisp, 2005). In addition, other research shows that the problem of an ageing labour force makes the prevalence of disability due to chronic diseases more visible in most industrialised countries (Truxillo & Fraccaroli, 2013).

Of all the characteristics of people with disabilities, only education and region of residence have weak associations (<0.10) with labour participation. The positive Cramér coefficient on education indicates that the higher the education, the higher the employment opportunities. Similarly, a previous study in Iran showed that education level has a positive effect on labour participation for people with disabilities, with greater opportunities for university graduates (Rad et al., 2017). Meanwhile, in the non-disabled group, weak
associations were shown in the variables of age and region of residence. Recent research shows that due to the COVID-19 pandemic in India, unemployment in urban areas is more prevalent among young workers and women (Thomas, 2022).

In looking at the gap in a person's chances of getting a job, researchers use the odds ratio. People with disabilities with moderate severity have a chance of 10.235 times compared to those with severe severity. This study is in line with previous research which states that people with disabilities who have severe difficulties/disorders tend to have more difficulty entering the labour market (Halimatussadiah et al., 2017). Furthermore, the unemployment rate of severe disabilities is higher than that of non-disabled people (ILO, 2017). Table 7 also shows that people with disabilities with a single difficulty are 3.757 times more likely than those with more than one type of difficulty. This is certainly related to the quality of workers and the complexity of the work to be faced. In recruiting workers, many businesses tend to exclude people with disabilities, because they have to provide additional tools to cover the shortcomings of disabled workers (Hogan et al., 2012). In fact, research in the United States found that disability inclusion rates were higher in conditions where stigma or negative views from employers were low (Iwanaga et al., 2018).

In contrast to people with disabilities, people without disabilities who are household heads are 9.860 times more likely to be able to work than those who are not household heads. In line with these findings, men without disabilities are also 4.334 times more likely than women and those who are married are more likely than those who are unmarried. This shows that one of the purposes of working is the responsibility of being the head of the family to provide for the household. Similarly, people with disabilities also try to get a job to improve their welfare and reduce isolation. The existence of economic constraints makes a reason for each household member to be able to help each other move the wheels of the household economy, especially during a pandemic (Abrams et al., 2020).

4 CONCLUSION

A large labour force that is not accompanied by improvements in the quality of human resources and job creation will be a burden on the development of a region. In addition, equal rights for all residents are a must in achieving the SDGs and being able to create inclusive cities. This research shows that people with disabilities in Central Sulawesi in 2021 still experience difficulties in entering the labour market. Although their unemployment rate is lower, the
proportion of those who do not participate in economic activities is higher than that of non-disabled people. They spend most of their time taking care of the household.

According to the research, their disability status also reduces their chances of being able to work by half compared to people without disabilities. Or in other words, people without disabilities are twice as likely as those with disabilities. When examined further based on socio-demographic characteristics, the chances of people with disabilities in Central Sulawesi are greater among those aged 15-59 years, male, have been married, are household heads, have an education above senior high school, live in rural areas, have moderate severity and only have one type of difficulty/disability. The most dominant variable and contributes the most to the labour participation of people with disabilities is severity. From here, the government can carry out planning and policies that lead to health improvements to reduce the severity experienced by persons with disabilities, such as routine health checks, providing assistive devices that are suitable for the type of difficulty/disorder they experience and psychological assistance.

In addition, the government is also expected to be able to create the widest possible accessibility in order to create employment by taking into account the physical condition of persons with disabilities and public facilities that are friendly and accessible. Business actors or employers are also expected to provide equal space between disabilities and non-disabilities in obtaining employment, by of course adjusting the flexibility and complexity of work for persons with disabilities. The role of social workers as an extension of the government, in this case the Indonesian Ministry of Social Affairs, is needed in reducing the gaps they face. Social workers are expected to be able to carry out several activities, such as (1) prevention of social dysfunction by providing counselling to them and their families, (2) social protection by providing legal guarantees for the acts of discrimination they experience, (3) social rehabilitation by providing entrepreneurship coaching so that they are able to be competitive, (4) social empowerment by improving skills, providing business capital stimulants and marketing their business products, and (5) social development by eliminating stigma and discrimination in all elements of society.

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